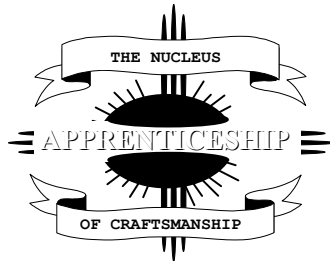




STANDARDS OF APPRENTICESHIP
adopted by

PIERCE COUNTY MEATCUTTERS APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
MEATCUTTER		316.684-018	4000 HOURS
MEATCUTTER FABRICATOR		316.684-018	4000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

MAY 17, 1946

Initial Approval

By: ALAN LINK
Chairman of Council

APRIL 19, 1991

Addendum Amended

By: PATRICK WOODS
Secretary of Council

JANUARY 19, 2001

Committee Amended

PIERCE COUNTY MEATCUTTERS APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

These Standards have been developed by the Meatcutters' Local #367 and representatives of the Pierce County Meat Dealers Association and the Industrial Conference Board, Retail Meat Group, with the assistance of the Registration Agency.

1. GEOGRAPHICAL AREA COVERED:

Pierce, Grays Harbor, Pacific, and Lewis Counties.

2. MINIMUM QUALIFICATIONS:

All applicants shall meet the following minimum qualifications:

Age:	At least 18 years of age.
Education:	High school or vocational school graduates or the equivalent.
Physical:	None
Testing:	None
Other:	None

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:

Meatcutters Local No. 367 and/or Pierce County Meatcutters Apprenticeship Committee are not in any way serving as a referral agency and persons desiring apprenticeship training under the Pierce County Meatcutters Apprenticeship Committee shall make application to an employer approved by the Committee, and on becoming employed, appear before the Apprenticeship Committee to be interviewed. At the time of the interview, the applicant shall be informed of the obligation to abide by the Standards established for the trade. Upon acceptance of the applicant, the Apprenticeship Committee shall make an evaluation based on the employer's recommendation and place the applicant in the program in the proper work experience and wage progression period and indenture the applicant with the Washington State Apprenticeship and Training Council. All employers hiring apprentices must sign a compliance form agreeing to be bound by the Affirmative Action Program contained in these Standards and as approved by the Washington State Apprenticeship and Training Council.

B. Affirmative Action Plan:

1. Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.

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2. Cooperate with school boards, community colleges, and vocational schools to develop programs, which prepare students for entrance into apprenticeship.
3. Disseminate information, within shops or concerns, concerning equal opportunity policies of the program's sponsor(s).
4. Grant credit for previous trade experience or trade-related courses for all applicants equally.

4. TERM OF APPRENTICESHIP:

4000 hours of reasonably continuous employment divided into four (4) equal pay periods of six (6) months duration, including the probationary period.

5. PROBATIONARY PERIOD:

Not to exceed the first 720 hours of employment.

6. RATIO OF APPRENTICES:

- A. Meatcutter: In Pierce County, one (1) apprentice shall be allowed to a market having two (2) journeymen and one (1) for each additional journeyman employed. In Grays Harbor and Pacific Counties, one (1) to a market having a journeyman employed and one (1) to each five (5) journeymen employed in one market. In Lewis County, one (1) to a market having one (1) journeyman meatcutter regularly employed and one (1) for each additional three (3) journeymen meatcutters regularly employed.
- B. Meatcutter Fabricator: Every shop which employs one (1) journeyman steadily may have one (1) apprentice and one (1) additional apprentice for every two (2) journeymen steadily employed.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270

A. Meatcutter:

1st 1000 hour period 70% of the journeyman rate
2nd 1000 hour period 85% of the journeyman rate
3rd 1000 hour period 90% of the journeyman rate
4th 1000 hour period 95% of the journeyman rate

B. Meatcutter Fabricator:

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1st 1000 hour period 65% of the journeyman rate
2nd 1000 hour period 75% of the journeyman rate
3rd 1000 hour period 85% of the journeyman rate
4th 1000 hour period 95% of the journeyman rate

PLUS the fringe benefits as per Union Contract.

Upon qualifying, the journeyman scale shall thereafter be received.

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8. WORK PROCESS:

To insure that each apprentice receives proper training, it shall be mandatory for each apprentice to proficiently following work experiences in the prescribed time. Performing the following work experiences will be required only to the degree they are utilized in the respective meat market:

A. Meatcutter: DOT #316.684-018 Hours

First Six Months.....1000

1. Counter
 - a. Identification of cuts
 - b. Stocking
 - c. Pricing
2. Stock
 - a. Receiving
 - b. Cooler rotation
3. Poultry
4. Ground meats
Proper care of the trim
5. Market cleanup
Tool maintenance
6. Fish
7. Offal
Variety of meats
8. Fresh pork
9. Smoked meats
10. Breaking fronts of beef
11. "Deli" case
12. Safety practices

Second Six Months1000

1. Chuck
2. Rib
3. Plates, shanks, briskets
4. Breaking hinds of beef
5. Beef rounds
6. Beef sirloin
7. Beef skirts and flanks

Third Six Months1000

1. Beef loins, Breeding
2. Beef butts

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3. Beef short loins
4. Pork links
5. Corned beef
6. Lamb
7. Veal
8. Wrapping

Fourth Six Months1000

1. Ordering Frozen items
2. Merchandising
3. Book work
4. Work schedule
5. Inventory
6. Sign making
7. Customer service
8. Miscellaneous

TOTAL HOURS: 4000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
IN THESE STANDARDS.

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B. Meatcutter Fabricator: DOT #316.684-018 Hours

This program is a basic two-year program at the end of which an apprentice should be able to perform all related meatcutting functions at the quality and quantity level established by the average of all meatcutting employees.

First Six Months1000

1. Awareness of Federal and State health regulations
2. Personal hygiene as it relates to proper clothes, hand washing, etc.
3. Safety practices, lifting, proper safety equipment
4. Knife sharpening, care and cleaning of personal tools
5. Receiving procedures on fresh meat products, both beef, lamb, veal, and pork
6. Product identification and basic meat terminology
7. Age dating and rotation of product using F.I.F.O. system
8. Identification of trim by primal source and fat content
9. Formulation of beef trim and boneless lean to arrive at a desired output lean content
10. Physical set up of all process equipment
11. Grinding and stuffing of ground meat products
12. Inventory control
13. How and when to freeze product

These are the basics for the first six months of the apprenticeship program. A weekly log will be kept on each apprentice, and his/her rating will be reviewed and discussed with the appropriate supervisor.

Second Six Months1000

1. Maintenance of the first six months
2. Rail breaking of quarters, fores and hinds
3. Saw breaking of quarters, fores and hinds
4. Saw breaking of primals into sub-primals
5. Boning of briskets, shanks, fore, and plates
6. Liver slicing and skinning
7. Patty machine
8. Corn beef operation mixing, pumping, and packaging

Third Six Months1000

1. Review and maintenance of first year
2. Boning of chucks and ribs
3. Boning of rounds and loins beef
4. Boning of pork, veal, and lamb
5. Pork sausage batching, seasoning, mixing, and stuffing
6. Weighing, sealing, and palletizing of finished box product

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Fourth Six Months1000

1. Review and maintenance of first eighteen months
2. Quality specs on all finish products
3. Trimming of all products to meet quality specs
4. Performance of expected yield test on all products
5. Custom cutting of beef for special orders
6. Line balancing and work flow
7. Relations of meat cost from receipt to finished product
8. Product temperature control and its importance
9. Product layout of fore and hind to specific cutting pattern, demonstrating time and quality to actually do.

TOTAL HOURS: 4000

At the end of the fourth six months, the entire program will be reviewed. A basic test (written) will be given covering the actual worker's performance and experience gained.

The apprentice will also be given a specific work assignment in the area of breaking and boning to demonstrate both quality and quantity.

If it is felt that the apprentice can perform at the level of average, as it relates to the entire operation, he/she will be considered a bonafide meat plant meatcutter.

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - (X) Technical College
 - () Community college
 - () Training trust
 - () Other (specify)
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES: (None)

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Apprenticeship Committee shall be composed of three (3) members representing the Meat Cutters Local No. 367 and three (3) members representing the Pierce County Meat Dealers Association. Selection of the individual members shall be made by the groups they represent.

The Employer Representatives Shall Be:

Mark Roberts, Chairman
17895 - 84th Avenue East
Puyallup, WA 98373

Dan Morse
3309 48th Street East
Tacoma, WA 98443

Terry Qunell
4607 South M Street
Tacoma, WA 98408

The Employee Representative Shall Be:

PIERCE COUNTY MEATCUTTERS APPRENTICESHIP COMMITTEE

Robert A. Mehler, Secretary
9500 Front St. #100
Tacoma, WA 98409

William O. Van Well
6901 N. 24th
Tacoma, WA 98406

Gary L. Anderson
9410 - 137th St. E.
Puyallup, WA 98373

12. SUBCOMMITTEE: (None)
13. TRAINING DIRECTOR/COORDINATOR: (None)